



Annual Survey: Part Two

Legal and Ethics

Annual Survey: Part Two Report overview

- ▶ This document analyses the results from The Cyclists' Alliance 2021 Annual Survey: Part Two
 - Part Two of the annual survey asked a variety of questions on
 - › Legal Support
 - › Agent Support
 - › Ethical concerns

- ▶ 84 professional female cyclists responded to the survey:
 - The ages of the cyclists ranged from 19-41 years old. The average age was 26 years old.
 - 47% of respondents have been racing for 4 or more seasons, 17% 3 seasons, 12% 2 seasons and 24% are currently in their first season.
 - 29% of respondents race multiple disciplines.
 - › Road (97%), Track (24%), Cyclocross (8%), MTB Cross country (2%), MTB Marathon (1%), eRacing (6%)
 - Out of the road cyclists; 17% race for a Women's World Tour Team and 83% race for a Women's Continental Team.

- ▶ The results from the Part 2 survey allows TCA to identify the current status quo of legal and ethical support/need to understand key issues and concerns of professional women cyclists.

Annual Survey Part Two: Key Findings

Legal Assistance

- ▶ 80% of riders surveyed did not use legal assistance when signing their contract.
- ▶ Instability persists for riders with the majority (80%) only signing a 1-year deal
- ▶ Only 29% were in a position to successfully negotiate their contract terms, meaning 71% of riders surveyed accepted the original contract offered to them by their team/employer.
- ▶ 76% of riders are aware that TCA Full Members have access to a FREE 'Contract health check' where a legal advisor and agent will review a riders employment contract and provide recommendations and/or concerns.
- ▶ 62% do not know if they own their image rights.
- ▶ 70% do not know if they own their data rights.
- ▶ Financial reasons (58%), starting a family (40%) and pursuing career opportunities (37%) outside of racing are the main reasons professional female cyclists consider leaving the sport of cycling earlier than planned.

Agent Support

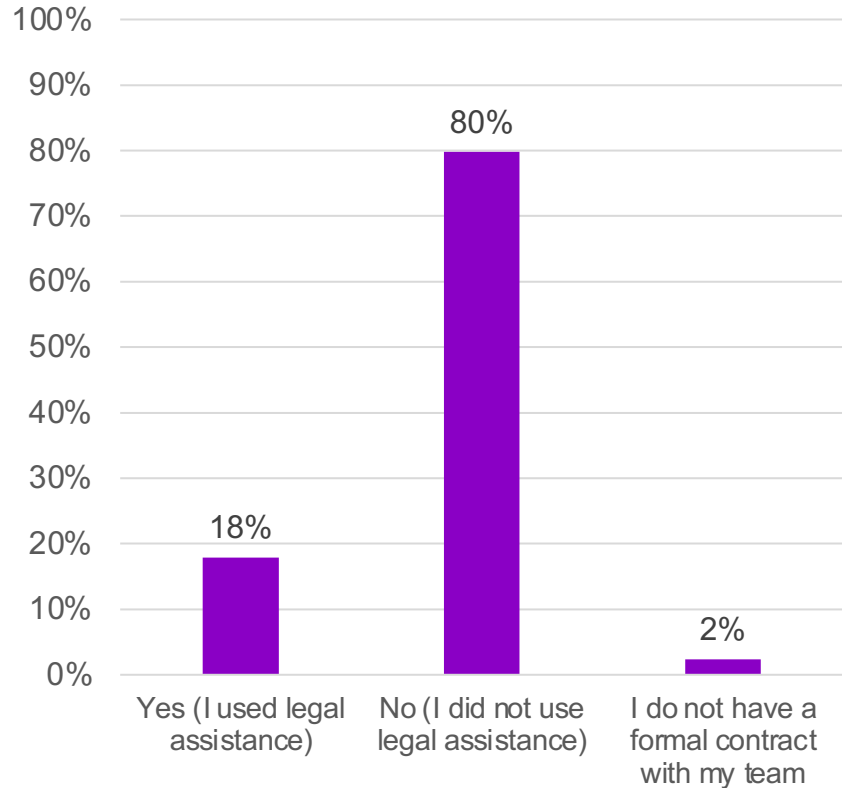
- ▶ 81% do not have an agent representing them
- ▶ 40% of riders are aware that TCA Full Members have access to a list of officially recognised agents who adhere to a set of minimum standards and ethics, as outlined in the TCA Agent Charter.

Ethical Concerns

- ▶ 44% surveyed said they had been pressured into a decision or to race.
- ▶ 14% surveyed have felt unsafe in their team
- ▶ 63% are aware that TCA has an ethics officer (appointed in March 2020)

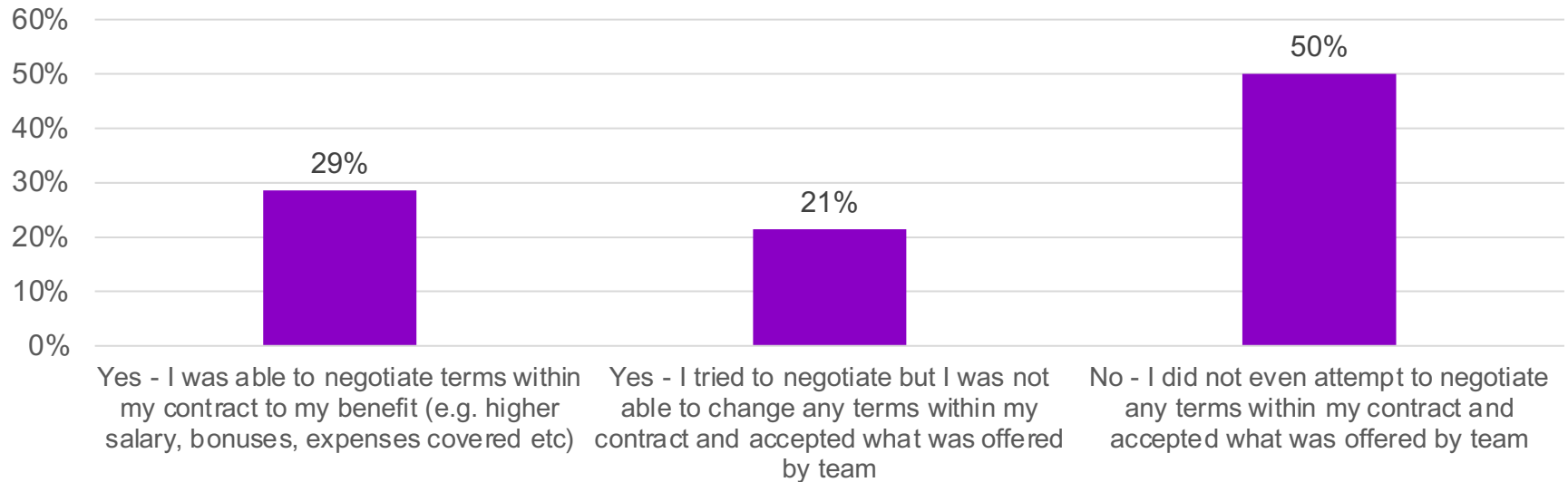
Did you sign your 2021 employment contract with legal assistance?

- ▶ 80% did not use legal assistance when signing their contract.
- ▶ 18% did use legal assistance
 - 11% used it at first contact with a new team
 - 7% used it at the point of negotiating the final employment contract
- ▶ 2% do not have a formal contract with their UCI Continental Road team



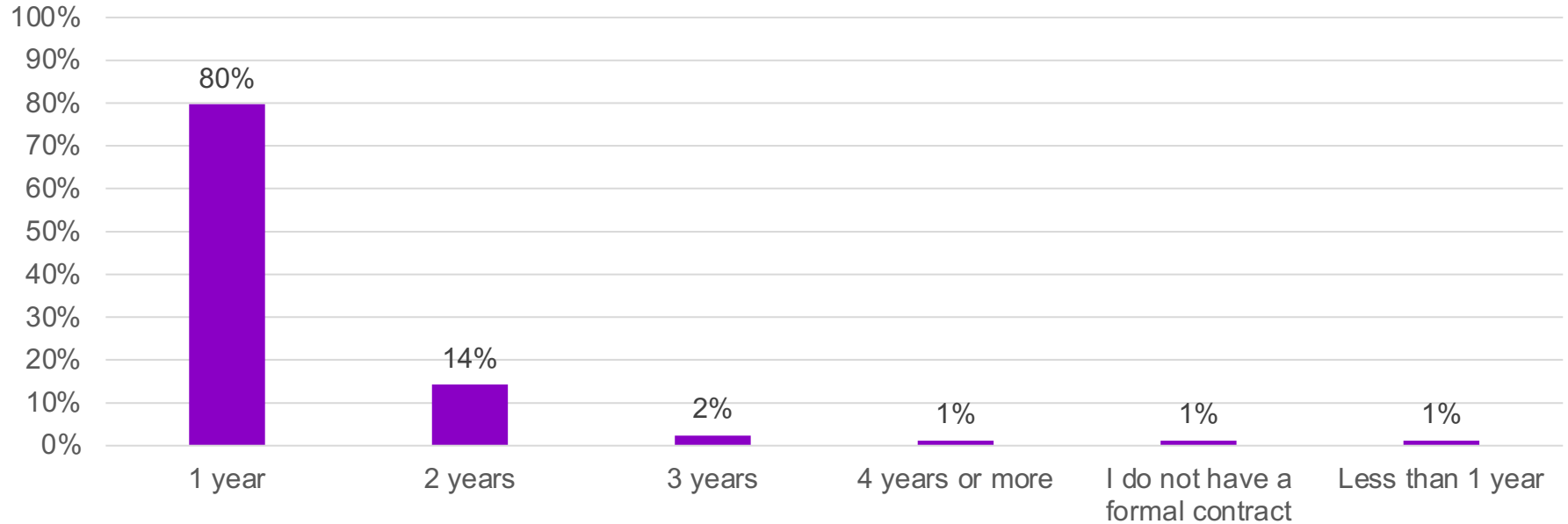
71% unable to negotiate more favourable terms in their contract

- ▶ Half of those surveyed did not attempt to negotiate any terms within the contract they were offered by a team in 2021 and 21% had an unsuccessful negotiation. This means 71% of riders accepted the original contract offered and only 29% were in a position to successfully negotiate their contract terms.



Instability persists for riders with the majority only signing a 1-year deal

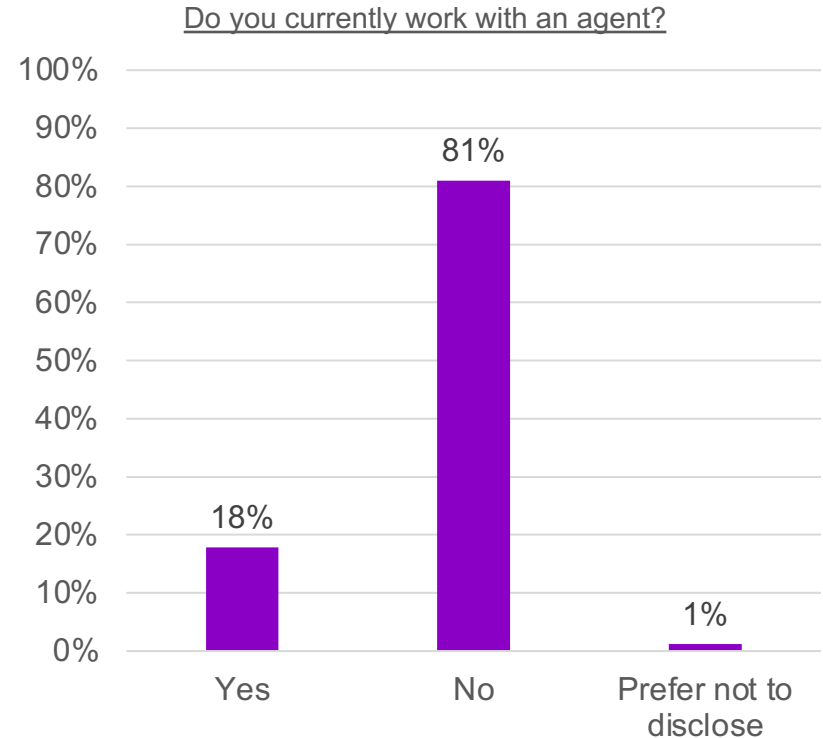
- ▶ 17% of those surveyed signed a contract for 2+ years. Of which, these riders are racing on WWT Road teams or Cyclocross Teams.



81% do not have an agent representing them

- ▶ 18% of the female cyclists surveyed have contracted an agent to represent them. These riders stated the following services that their agent provides for them;

- Finding a team for the rider
- Contract negotiations with the team, including salary & performance bonus negotiations
- Resume/CV support
- Multi-year contract deals
- Personal sponsorships & endorsement deals
- Contacting the team on my behalf
- Dealing with issues with the team
- Building personal brand & profile
- Additional revenue streams
- Managing media requests
- Financial, taxation and VISA advice
- Opportunities post-cycling career



Awareness levels of legal & agent services provided by TCA

Free Contract Health Check & Review

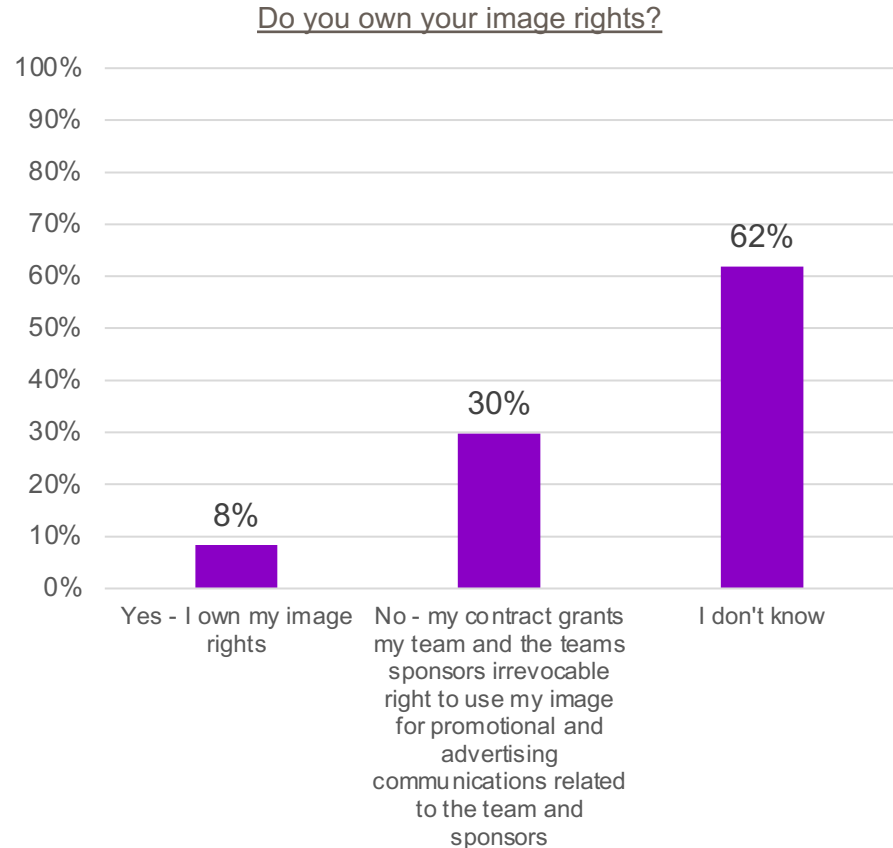
- ▶ 76% of riders are aware that TCA Full Members have access to a FREE 'Contract health check' where a legal advisor and agent will review a riders employment contract and provide recommendations and/or concerns.
- ▶ To date, 17 riders contracts with teams and/or agents were reviewed prior to signing.
- ▶ TCA will focus on continuing to provide this well used service and encourage more riders to use it.

Approved Agent Quality Standard

- ▶ 40% of riders are aware that TCA Full Members have access to a list of officially recognised agents who adhere to a set of minimum standards and ethics, as outlined in the TCA Agent Charter.
- ▶ Based on these results, TCA can do more to educate and inform riders of the role of an agent, the services they provide, finding the right agent for them, ensuring the agent has the correct UCI accreditation and qualifications and the contractual payment models & terms between rider and agent. TCA will focus on building these resources and communicating them to riders.

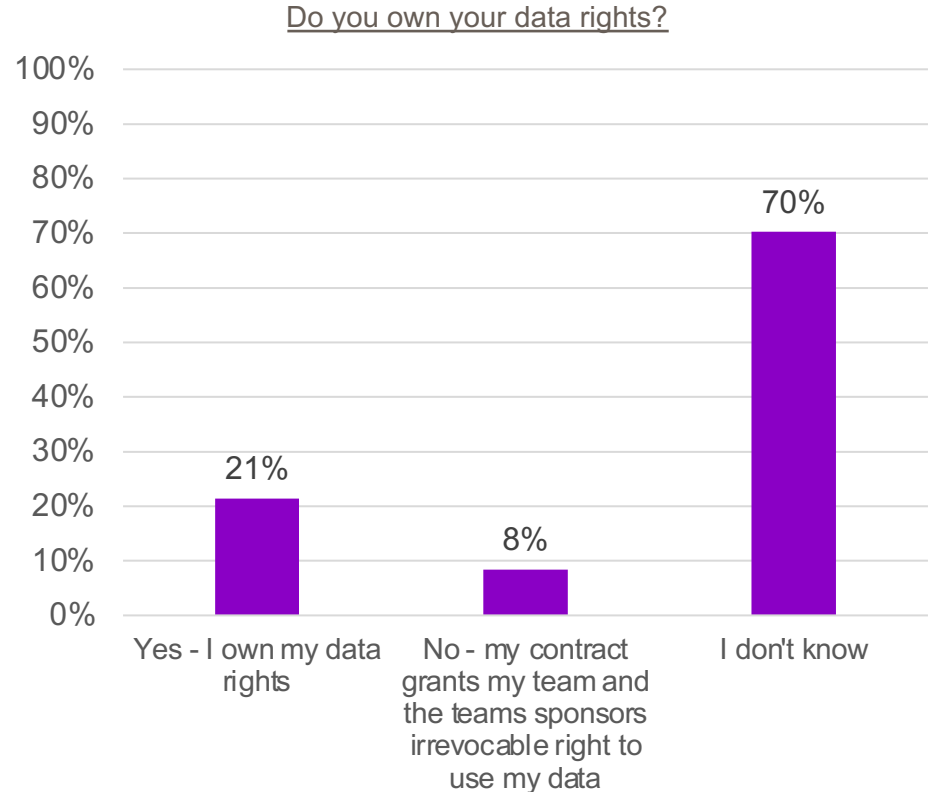
Image Rights

- ▶ **62%** do not know if they own their image rights.
- ▶ TCA is of the view that more education on understanding the importance of image rights as an athlete is required.
- ▶ Image rights are the legal permissions which define how your picture or a likeness of you can be used to market a product, be shown in advertisements, or used in any kind of promotion.
- ▶ If an athlete does not exercise some control over their image rights, other parties could use their image and likeness to sell their products or promote an event without compensating them.
- ▶ As an individual athlete, TCA recommends consulting with a legal advisor before signing a contract with a team to ensure that you have some control of your image rights. The team does not grant image rights to the athlete, it is the athlete who grants the team any permission to use their image! And, that asset should be valued and protected.



Data Rights

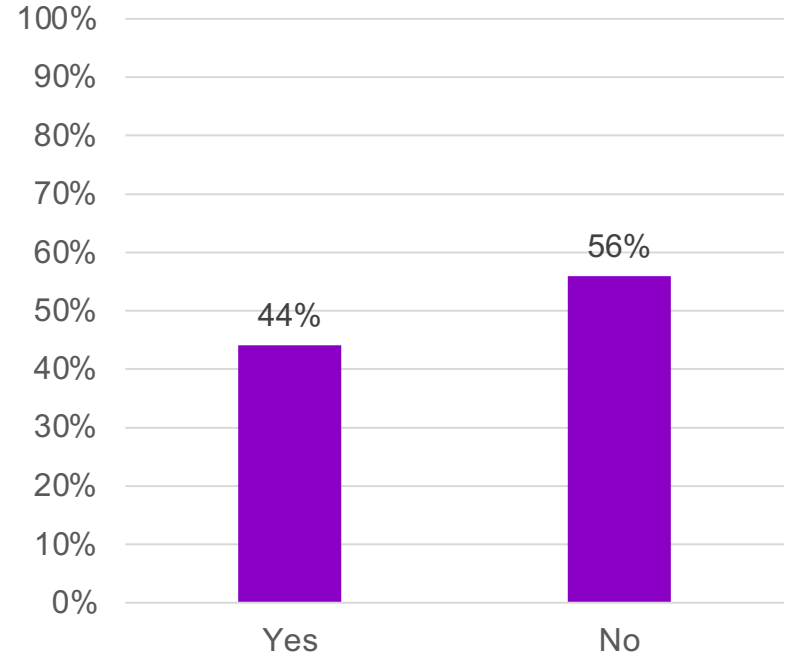
- ▶ 70% do not know if they own their data rights.
- ▶ The UCI regulations for WWT riders will change from the 2022 season onwards, so it is important that riders understand their data rights;
 - all training data related to riders, including and especially those produced by coaches who are external to the team but employed by the riders must be communicated by the coaches of the riders to the “performance manager”; either in the form of a training plan or in the form of personalised and confidential data files sent systematically and frequently so as to facilitate effective supervision. (see Article 2.13.039)



44% surveyed said they had been pressured into a decision or to race.

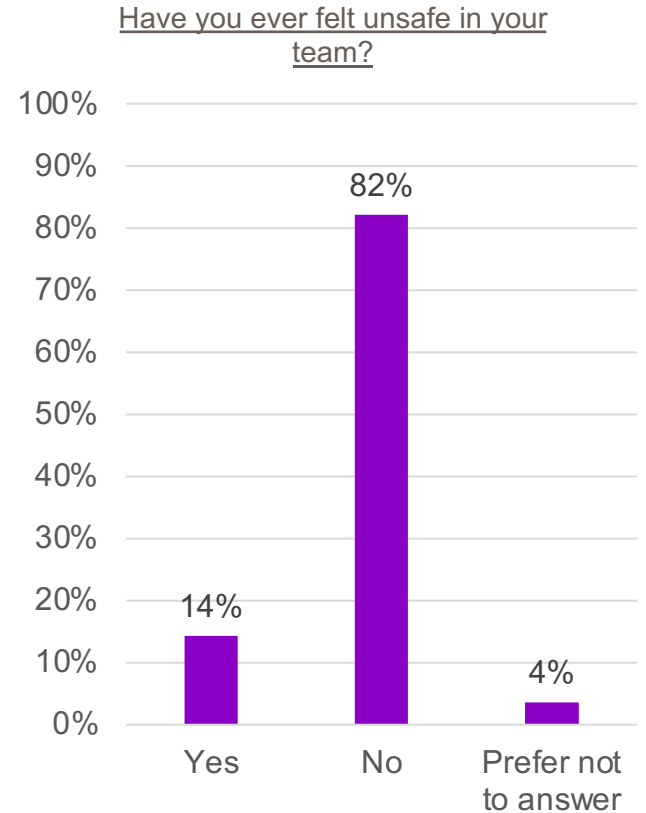
- ▶ Although this issue is not isolated to Continental teams, more riders at this level found themselves in situations where they were pressured to make a decision.
- ▶ Continental employment contracts explain the duties riders have towards the team, but the team has no duties towards the riders.
- ▶ This creates a power imbalance and an ability for team managers and sport directors to control a rider's career, their contract terms, the races they will or will not race.
- ▶ The TCA recommends that:
 - all staff should be professionally checked with a strict criteria of qualifications and
 - Safeguards and there should be a minimum benchmark or standard for any staff;
 - more must be done to allow riders to lodge complaints to the Ethics Commission anonymously and for these
 - complaints to be taken seriously and checked rigorously.
 - any individual suspended from the sport should not be allowed to continue working with riders in any capacity.

Have you ever been in a situation where you have been pressured into a decision or to race?



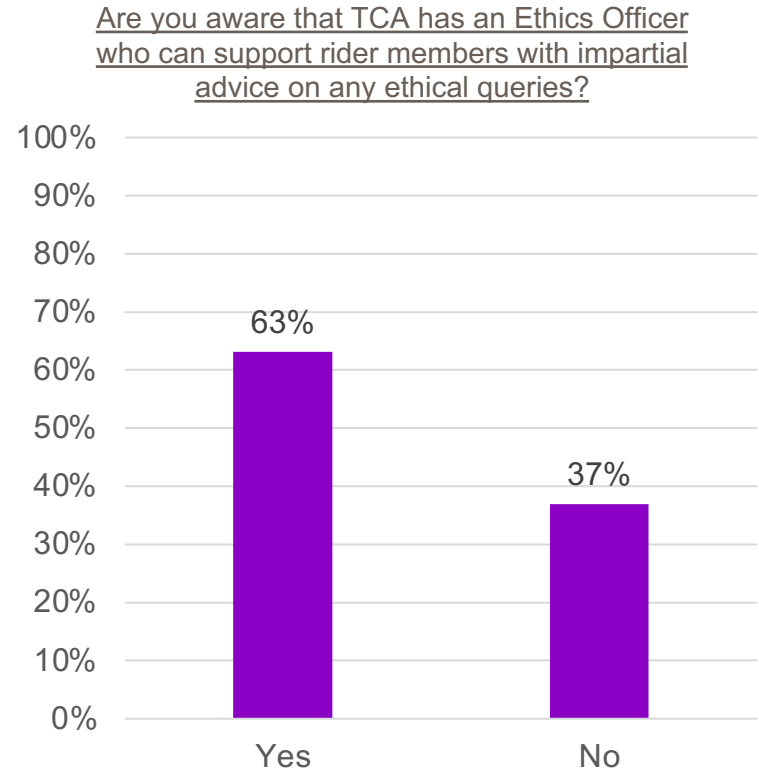
14% surveyed have felt unsafe in their team

- The reasons cited for feeling unsafe in the team include the following;
- Intimidation
 - Abuse of power
 - Unpredictable behaviour from team manager
 - Lack of protocol during Covid; including unsafe. Travel scenarios, shared hostels with the public, faked testing, lack of adherence to rules
 - Pressured into signing contracts by a certain time to guarantee races
 - Contracts can be terminated at any point without warning
 - Transitioning team resulted in lack of selection for races for remaining season.
 - Lack of staff support or medical attention after crashes/injuries during races
 - Arranging own travel home when not selected for races
 - Team car leaving riders on training rides with no puncture repair kit or mobile phone
 - Unsafe driving of team vehicles and use of mobile phones whilst driving
 - Equipment and materials not checked to high enough standard risking defect during races
 - Inappropriate behaviour from medical staff.



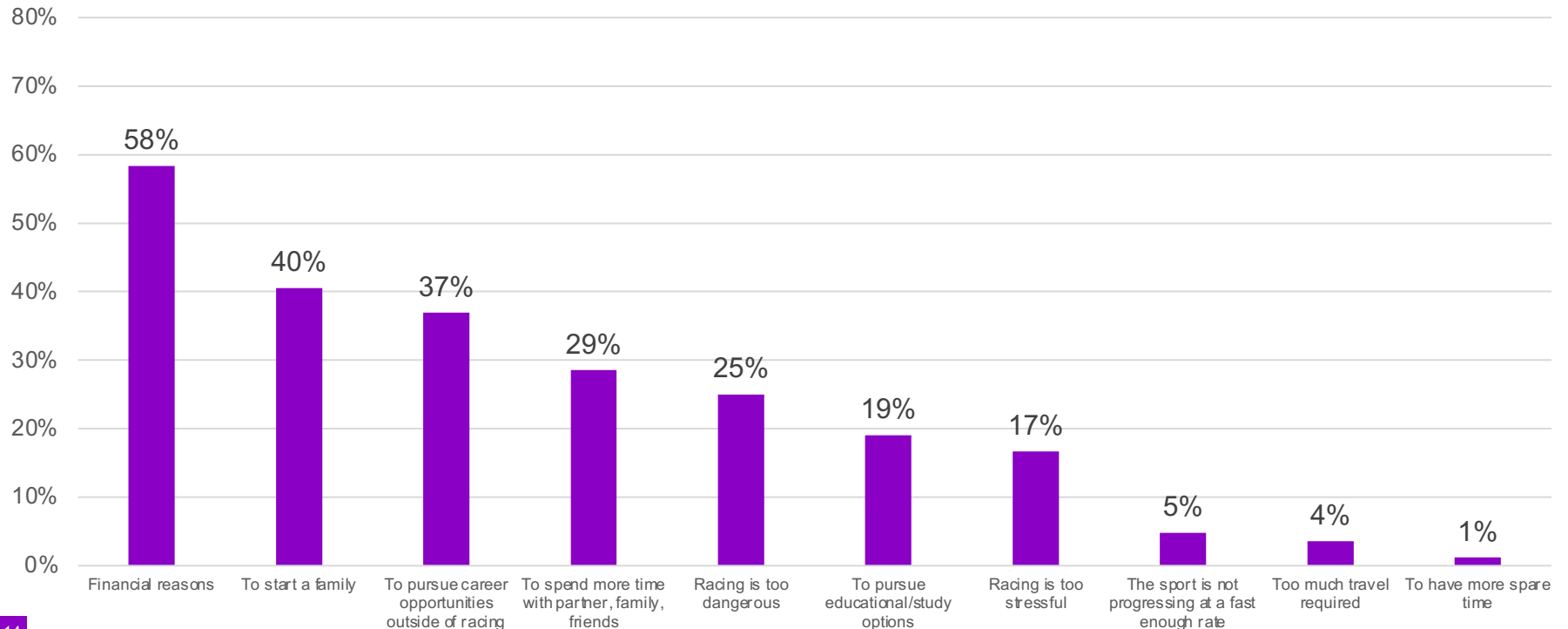
63% are aware that TCA has an ethics officer.

- ▶ 63% are aware that TCA has an ethics officer. Judith van Maanen was appointed as TCA's Ethics Officer in March 2020.
- ▶ The Ethics Officer acts as the first point of contact for all new complaints and queries from riders before supporting them from start to finish. Judith handles all queries in confidence and can help riders with defining what to do and where to go.
- ▶ A key aim of TCA is to improve safety in cycling. The TCA strives for this by:
 - shining a light on the subject
 - advocating for better standards and protections
 - offering practical and legal support to riders who have had to deal with sexual harassment or other abusive behaviours.
- ▶ We will continue to hold the UCI and all stakeholders accountable for their responsibilities until the culture in our sport has changed for the better, and to ensure that rider safety is paramount.
- ▶ Our recent recommendations on the Ethics Commission was heard, and you can [read more here about the changes to the code that were implemented.](#)



Financial reasons remains as the main reason for leaving the cycling earlier than planned

- ▶ Financial reasons (58%), starting a family (40%) and pursuing career opportunities (37%) outside of racing are the main reasons professional female cyclists consider leaving the sport of cycling earlier than planned.



THANK YOU

The Cyclists' Alliance